

Unit of Action Institutional Training Strategy (UA ITS)

Mr Wilson

Purpose

- **Summarize the UA ITS Task Force's efforts leading to the approved Training Strategy**
- **Provide an overview of the CG, TRADOC approved UA institutional training strategy**
- **Discuss the way ahead for implementation of the approved Training Strategy**

CSA Comments From OF Institution Training Strategy RRC - 29 May 03

- 1. Ideal strategy is to train individual through Bn/Bde collective level in simultaneous multi-echelon manner, capping the training period with a CTC rotation and handing over to FORSCOM a C2-level trained unit. How can the institution help enable this?**
- 2. One of our courses of action needs to account for the institution training from individual through complete collective level.**
- 3. SoS requires greater competency and higher collective capability. Units can't do it on their own, so how does the institution enable SoS NET?**

Tasking: Establish a Task Force to develop UA ITS

UA ITS Task Force's Mission Statement

**Develop a Unit of Action (UA)
Institutional System of Systems (SoS)
Training Strategy for UA 2-n by Dec 03
for approval by CSA and input to POM
06-11.**

Key Planning Factors

- **UA Implementation Timeline**
 - **Begin Institutional Training FY12**
 - **UA #2 E-date FY12**
 - **FOC FY13**
- **Field 2 UAs per year (steady state)**

Organizational Structure

Core

24/7 Members:

COL Murphy, DCSOPS&T
Mr Whitney, ATSC
Mr Armitstead, DCSDEV
Mr Francis, ATSC
Mr Klesch, ATSC
Mr Jones, TRID
CAC G-3
LSI Tng IPT

Collaborative Members:

FORSCOM
BCBL
CADD (UE)
UAMBL
AAC
DCSOPS& T (PPD)
Schools
CASCOM
MANSCEN
ASAALT
DAMO-TR
BCC

O6 Level IPAT

HQDA G1/2/3/4/8/OF TF
ASAALT
FORSCOM
AMC
NGB
OCAR
AAC
DCSDEV
CAC-T
BCBL
CADD (UE)
UAMBL
BCC
LSI Tng IPT
PEO STRI
TSM FCS
Comp System TSMs

Leverages G8
USF Tiger

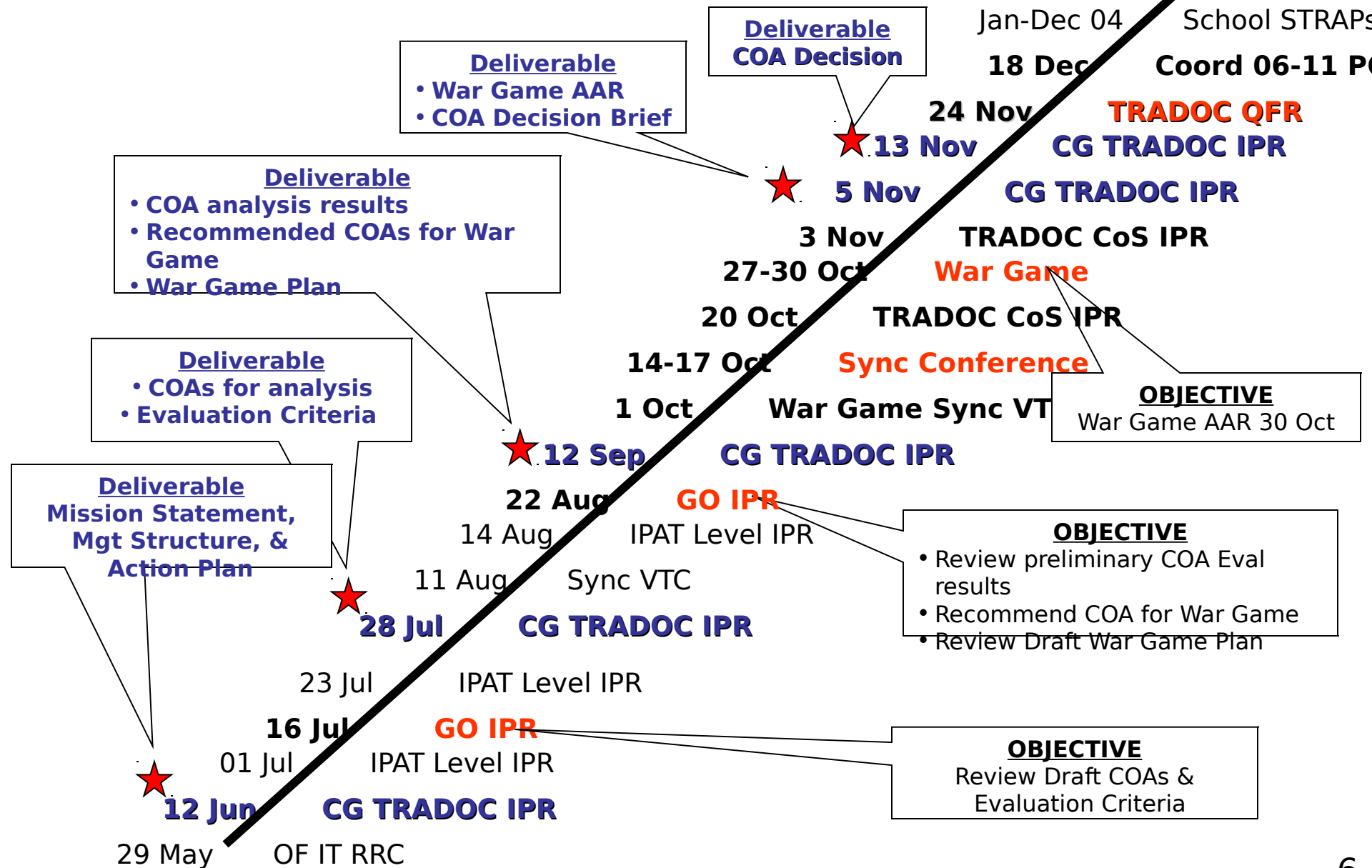
Team

HQDA G1/2/3/4/8/OF TF
ASAALT
FORSCOM
AMC
NGB
OCAR
AAC
DCSDEV
CAC-T
UAMBL
BCC
LSI Tng IPT
PEO Ground Combat Systems
PEO STRI
Comp System PEOs

GOSC

UA ITS Timeline

(Major Deliverables & Meetings)



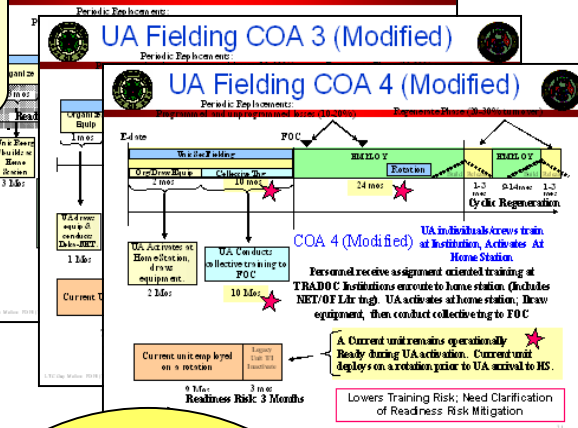
Results of G8 Tiger Team Initial Efforts Spring 03

UA Fielding COA 1

UA Fielding COA 2 (Modified)

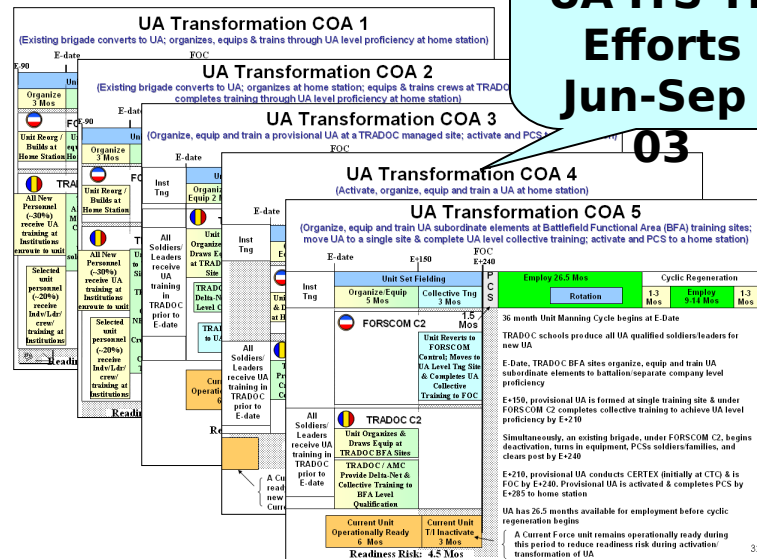
UA Fielding COA 3 (Modified)

UA Fielding COA 4 (Modified)



Evolution of COAs

Results of UA ITS TF Efforts Jun-Sep 03



USMA ORSA

Criteria and Metrics Evaluation Criteria:

1. Non-Dollar Criteria:

- Quality Force
- USF UA Effectiveness
- Non-USF Unit Effectiveness
- Institutional Effectiveness

2. Dollar Cost Criteria:

- 2nd Destination Cost
- ITRM
- UA Personnel
- OPTEMPO (TRM)
- Personnel Management
- Equipment
- Installations

COA 1
COA 3
COA 4

W
A
R
G
A
M
E

F
S
A

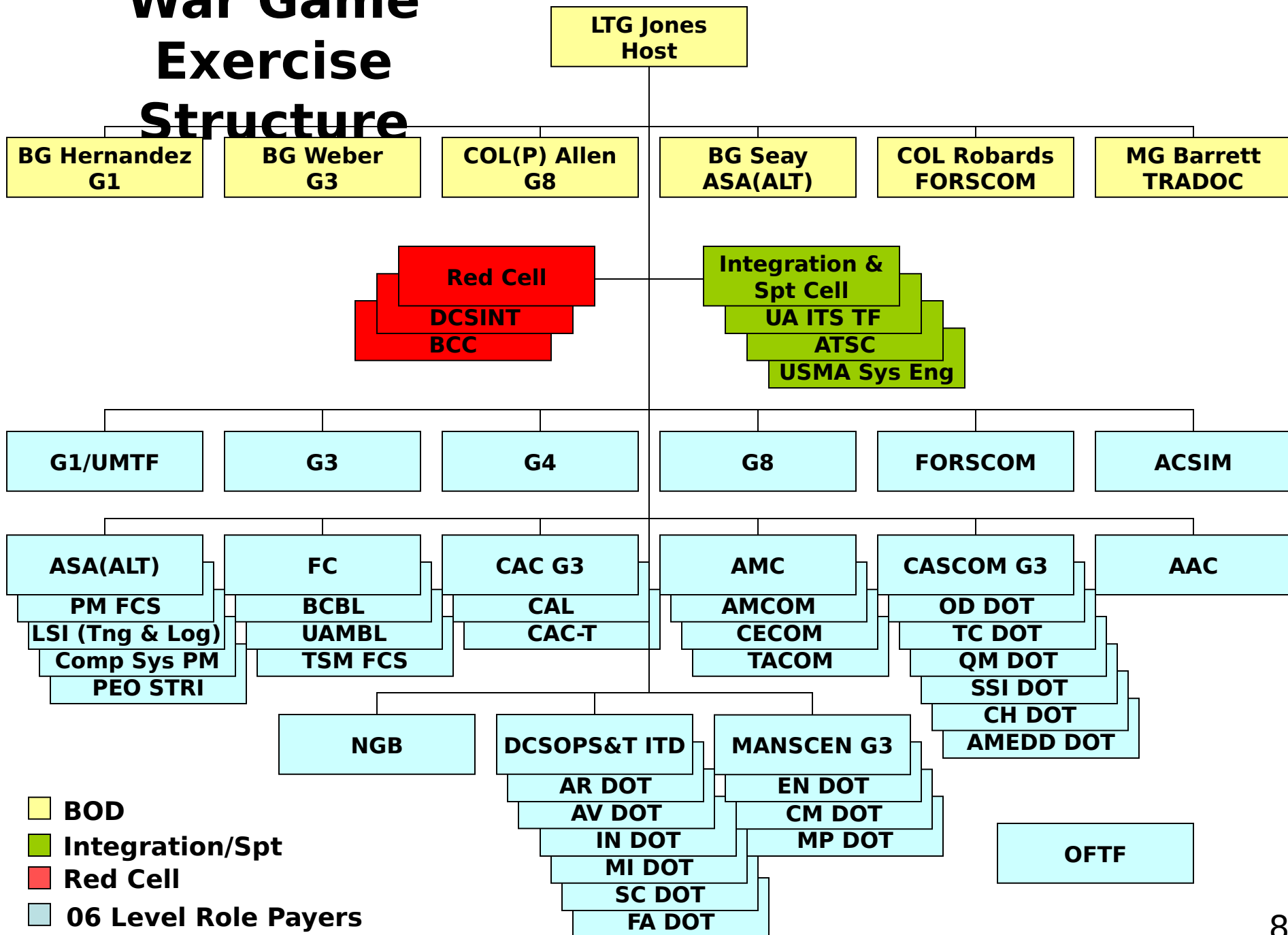
COA 1
COA 3
COA 4

Evaluate
Compare
Recommend



QFR
COA 3V

War Game Exercise Structure



CG Guidance

(5 Nov 03)

- **Each COA will be based on the “conversion” of an existing brigade**
- **Focus on where you do it and under who’s control**
- **Converting unit must remain at 100% strength during equipment turn-in, and draw down only as equipment is turned in**
- **Look at turning in equipment during the last 6 months of its employment window**
- **After turn-in, the unit will begin to reorganize**
- **Revise COA 3 ...**
 - **Unit personnel will PCS to home-station, then unit move conducted to TRADOC UA training site**
 - **Don’t create another full scale CTC**

Revised COAs

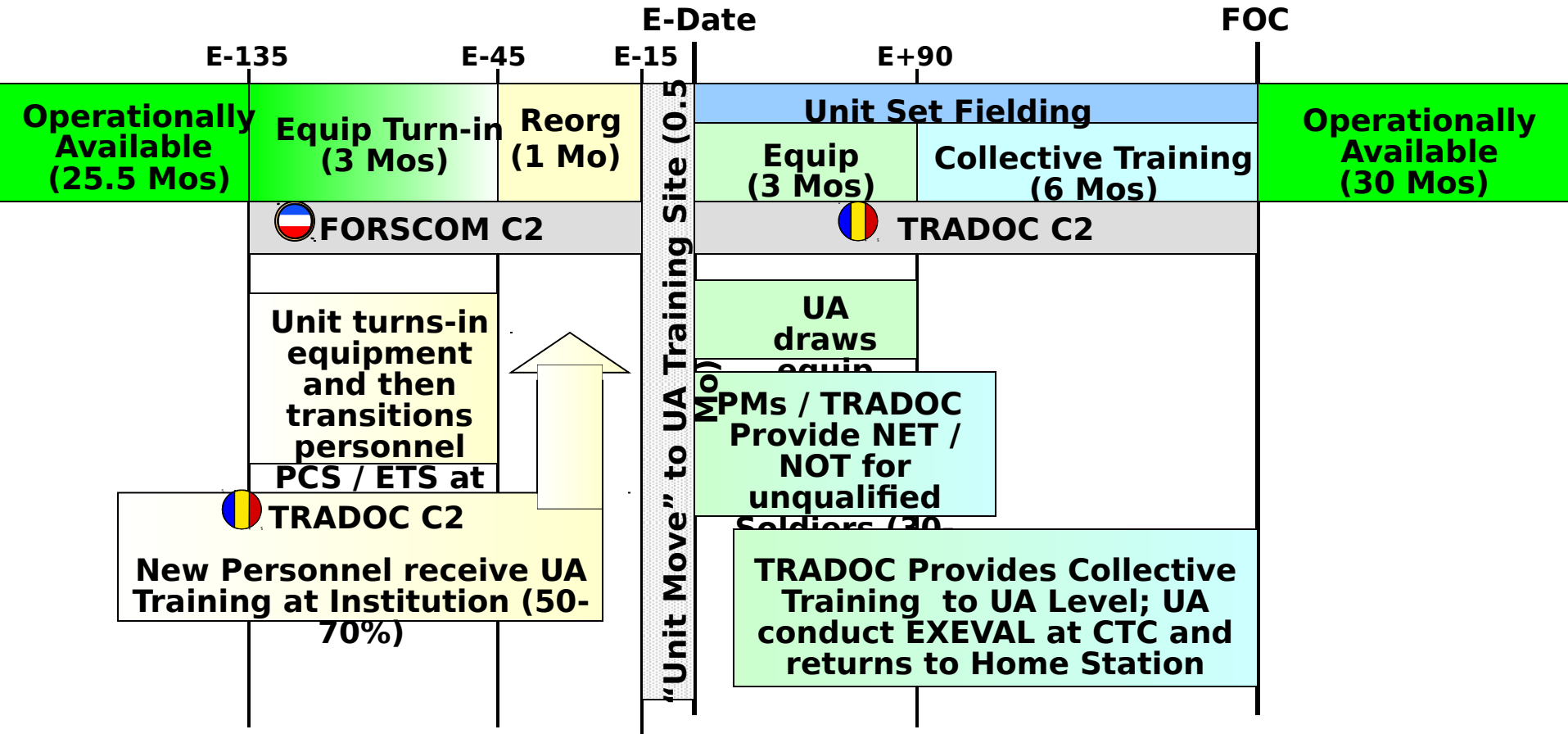
(Based upon CG's Guidance)

COA 1V-A: Convert a brigade at home station under FORSCOM C2 with TRADOC support for NET/NOT and crew level training.

COA 3V: Convert brigade at home station and train to UA level at an FCS training site under TRADOC C2.

COA 4V: Convert a brigade at home station under FORSCOM C2 with TRADOC support for NET/NOT through company level training.

UA Transformation COA 3V



Convert a brigade at home station and train to UA level at an FCS training site under TRADOC C2.

COA 3V

Advantages

- **Delivers an operational UA to FORSCOM**
- **Strengthens the link between the institution and operational units**
- **Enables spiral change within the Army**
- **Increased efficiency and standardization of training**
- **Minimizes distractions on converting unit**
- **Limited impacts on other units for training support**

Disadvantages

- **Lengthy family separation**
- **Increases Institutional Army force structure**
- **Split C2 during conversion period**

Mitigation

- **Reduce Institutional force structure increases through contracting**
- **Training site selection could reduce facilities cost**

Conclusion

- **CG, TRADOC approved COA 3V: Convert brigade at home station and train to UA level at an FCS training site under TRADOC C2.**
- **Way Ahead**
 - **Transition overall lead to Futures Center**
 - **Develop implementation plan**

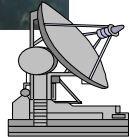
*** UA ITS Decision Brief to CG, TRADOC 13 Nov 03;
Briefed at QFR 24 Nov; CG's memo to CSA 23 Dec
03**

Supporting Concepts & Initiatives

Reach

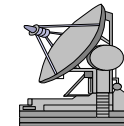
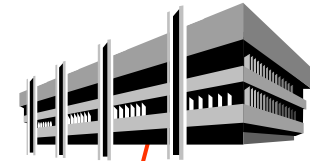
Initial Capability (2003)

Battle Command Training Center (BCTC)



TADLP Digital Tng Facility (DTF)

**TRADOC Centers & Schools
Resource Centers**



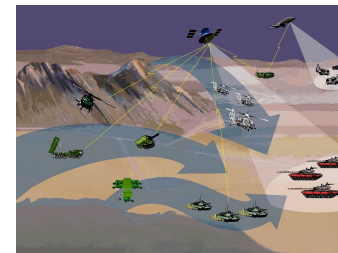
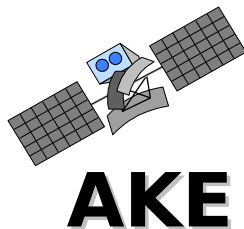
**Institutional
Classroom XXI**

Reach Objective Force (2015)

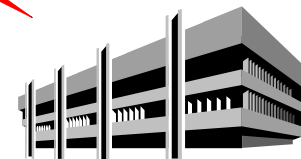
Home Station Operations
Center (HSOC)



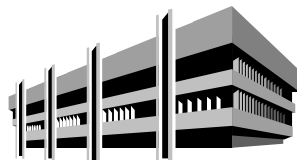
In Route Mission
Planning &
Rehearsal



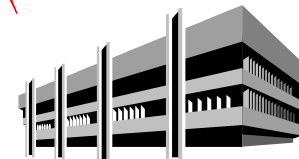
Combat Tng Centers
Star Wars Bldg



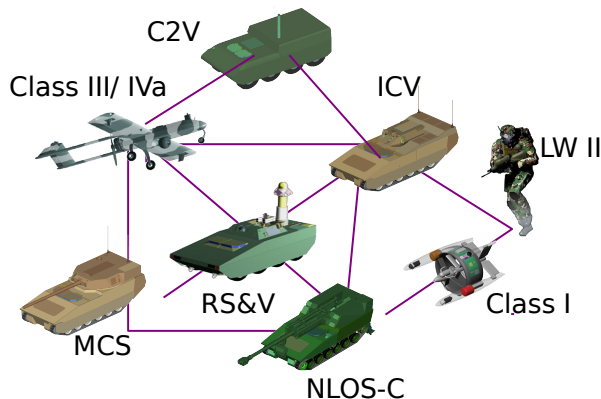
TRADOC Centers & Schools
Resource Centers



National Simulation
Resource Center

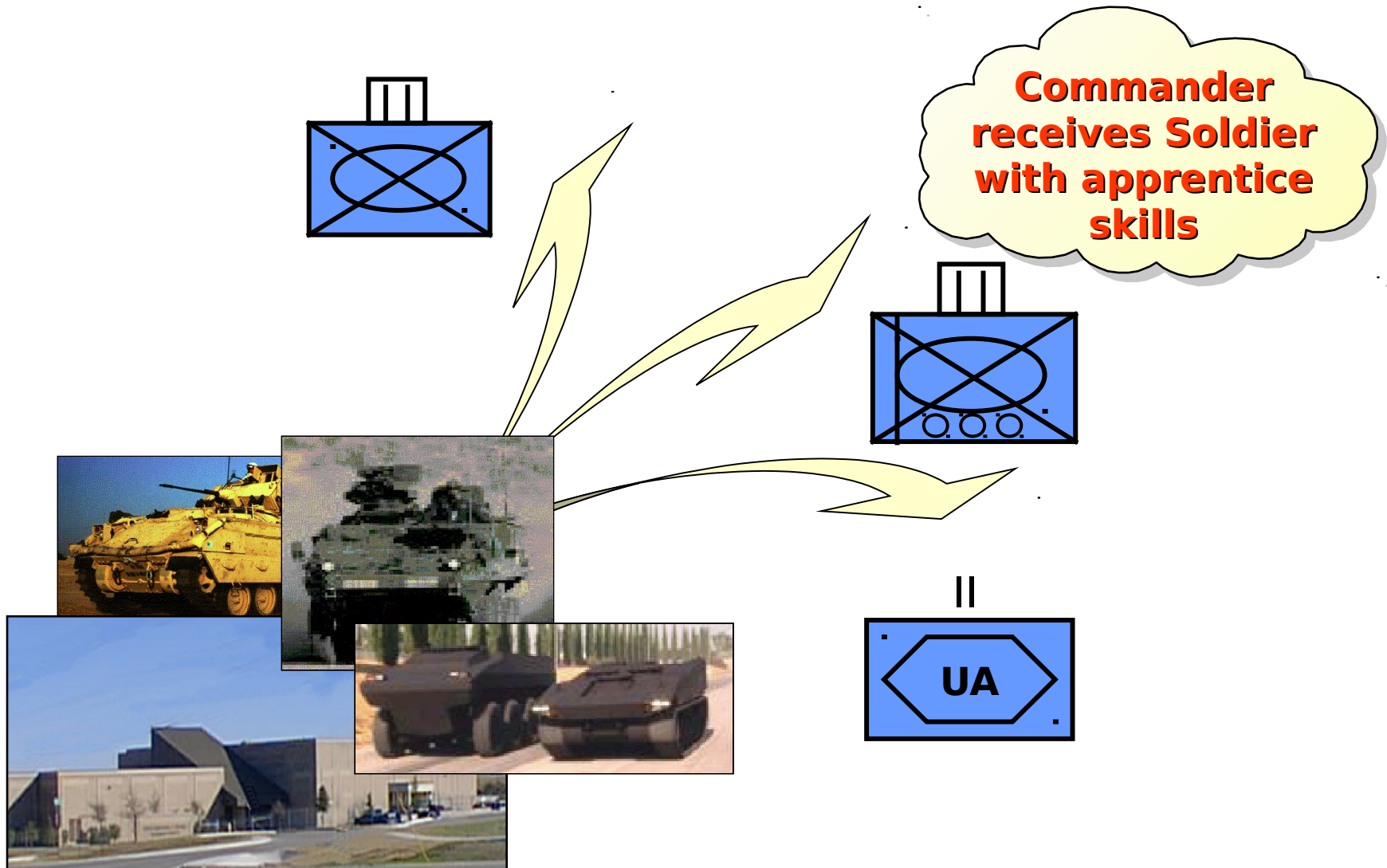


Training Support
Resource Center

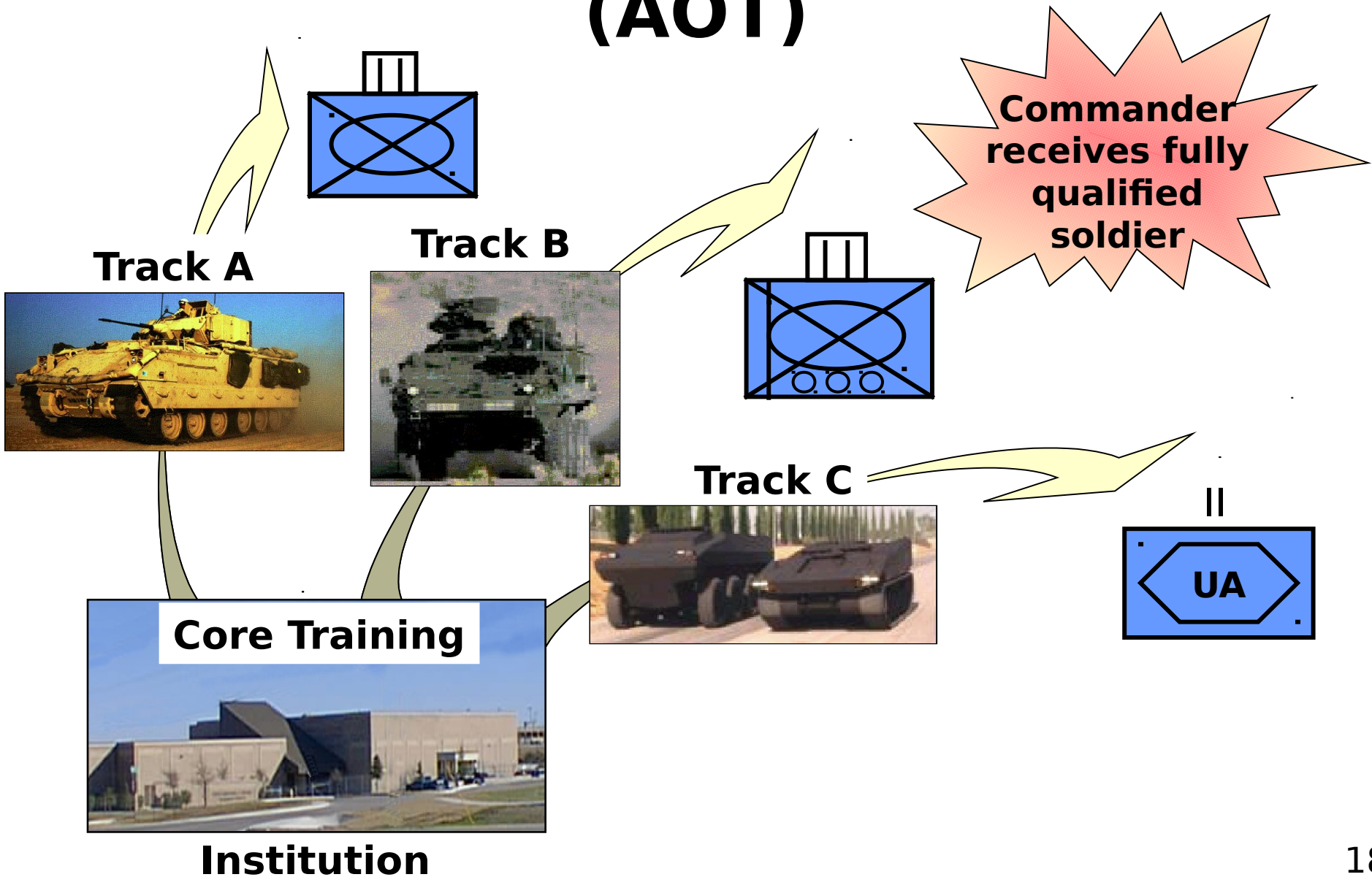


Home Station/Deployed

Initial Military Training (IMT) Traditional Approach



Initial Military Training (IMT) Assignment Oriented Training (AOT)



Training On-Demand Assignment Oriented Training (AOT)

Losing Command



Distributed Learning

Digital Tng Facility

**Commander
receives fully
qualified
soldier**

Gaining Command



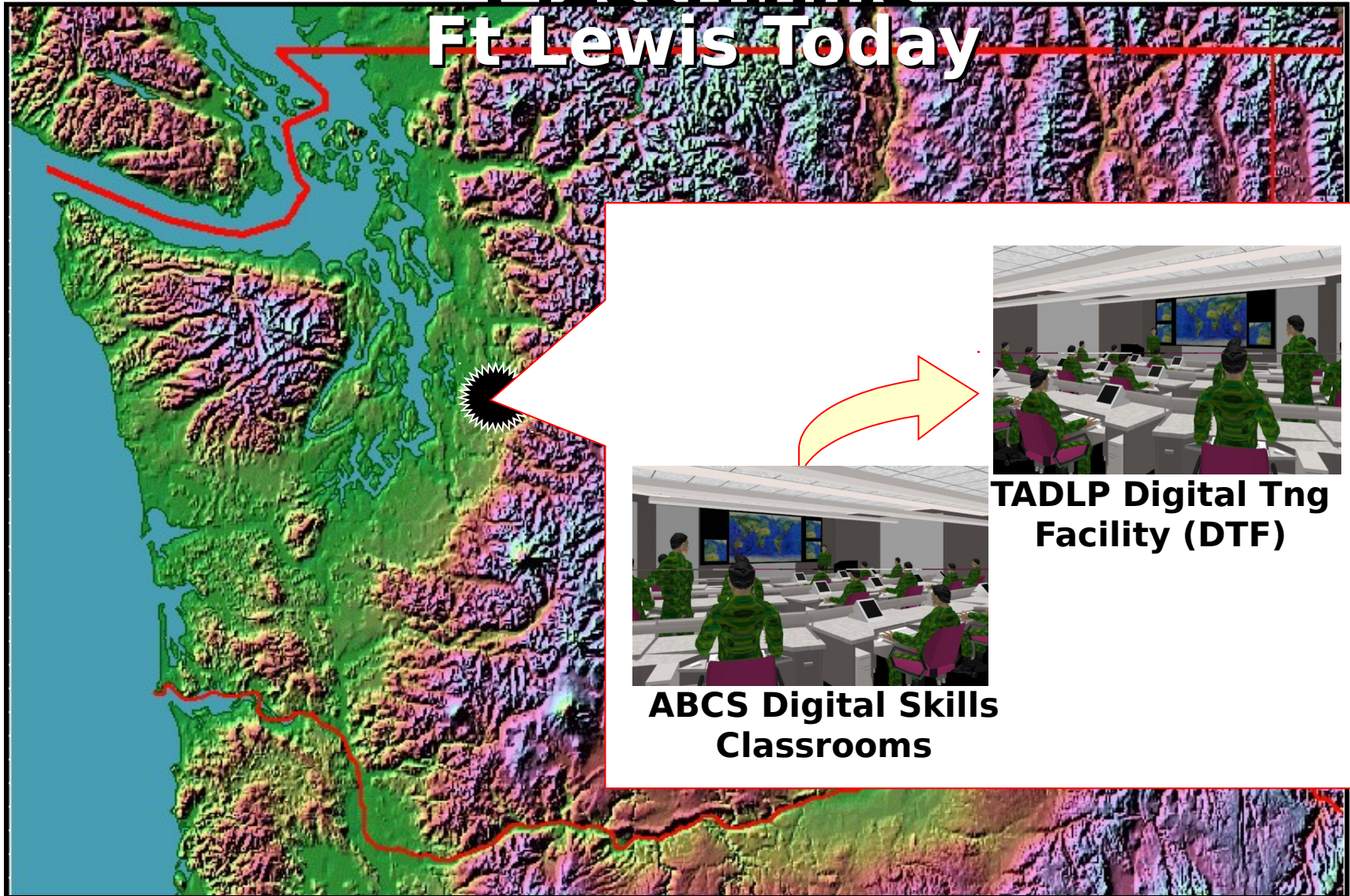
**Track B Certification
(TDY In-Route)**



Institution

Digital Training Facilities & ABCS Digital Training Classrooms

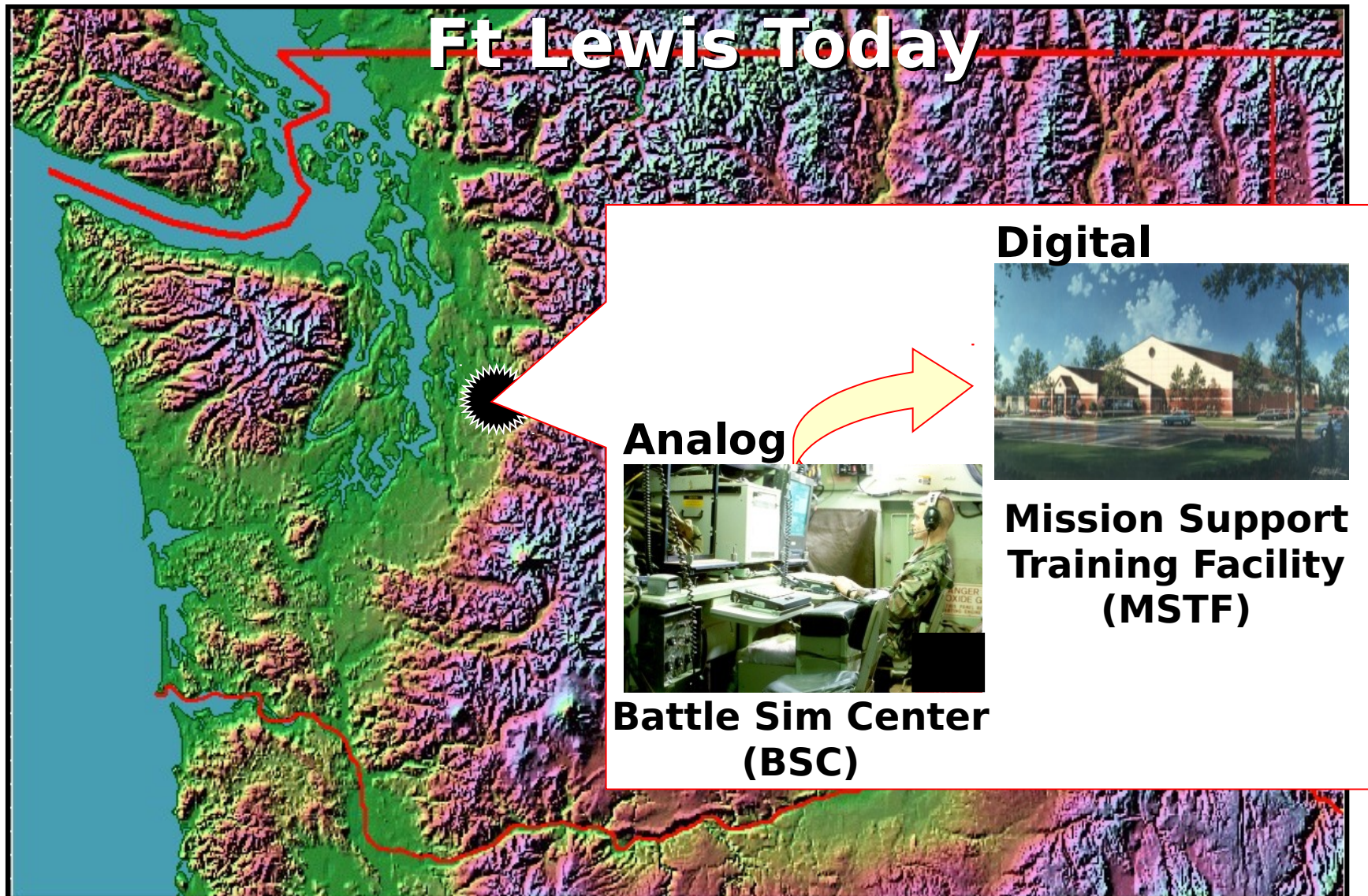
~~Ft Lewis Today~~



TADLP Digital Tng Facility (DTF)

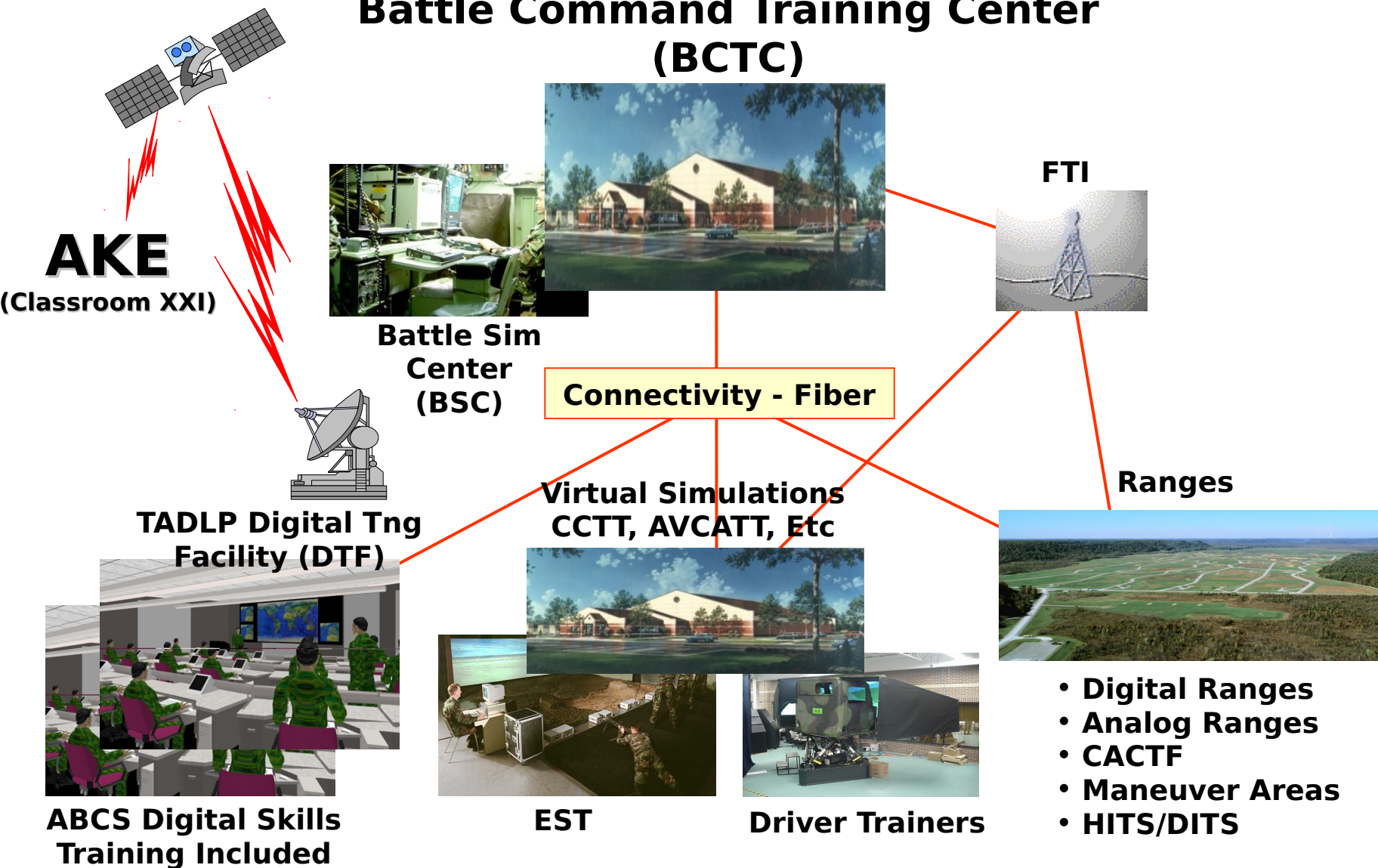
ABCS Digital Skills Classrooms

Battle Simulation Centers (BSC)



Digital Training Support Template SBCTs & Digitized Current Force (2008)

Battle Command Training Center (BCTC)

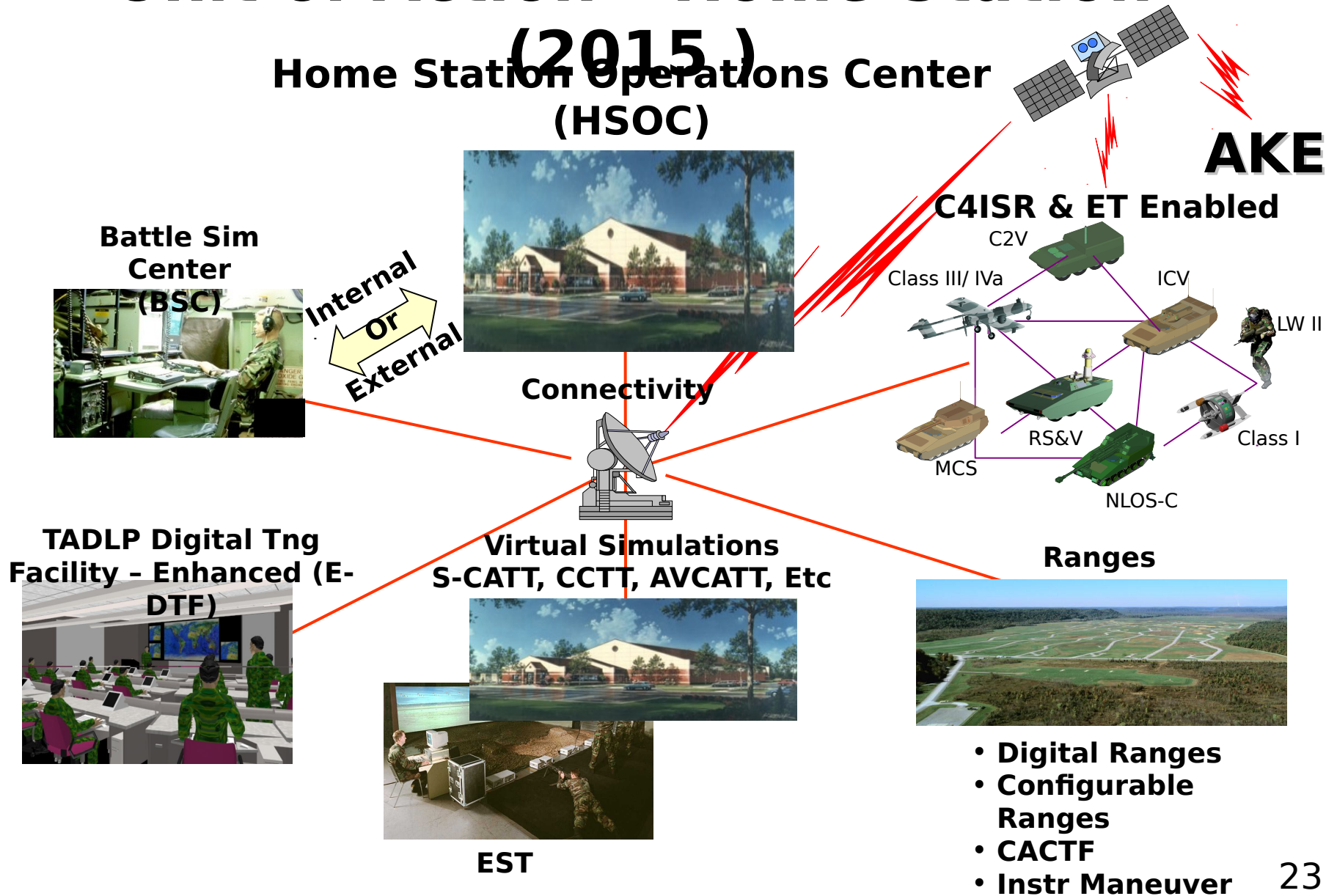


Template

Unit of Action - Home Station

(2015)

Home Station Operations Center (HSOC)



- Digital Ranges
- Configurable Ranges
- CACTF
- Instr Maneuver

Back Up

Differential Cost

Initial Investment (*Includes Temp Facilities for COA 3V*)

Criteria	COA 1V-A	COA 3V	COA 4V
NET/MFT	82M	-	101M
Separation Allowance	-	5M	-
Facilities	-	375M *	-
Total	82M ✓	380M	101M

* Note: Spread over 3 years

Recurring Annual Costs

Criteria	COA 1V-A	COA 3V	COA 4V
NET/MFT	82M	-	101M
Separation Allowance	-	5M	-
Facilities	-	26M	-
Total	82M	31M ✓	101M

Life-Cycle Costs (15 yrs)

Criteria	COA 1V-A	COA 3V	COA 4V
NET/MFT	1,230M	-	1,515M
Separation Allowance	-	75M	-
Facilities	-	739M	-
Total	1,230M	840M ✓	1,515M

Differential Cost

Initial Investment (*Includes **Permanent** Facilities for COA 3V*)

Criteria	COA 1V-A	COA 3V	COA 4V
NET/MFT	82M	-	101M
Separation Allowance	-	5M	-
Facilities	-	869M *	-
Total	82M ✓	874M	101M

* Note: Spread over 3 years

Recurring Annual Costs

Criteria	COA 1V-A	COA 3V	COA 4V
NET/MFT	82M	-	101M
Separation Allowance	-	5M	-
Facilities	-	3M	-
Total	82M	8M ✓	101M

Life-Cycle Costs (15 yrs)

Criteria	COA 1V-A	COA 3V	COA 4V
NET/MFT	1,230M	-	1,515M
Separation Allowance	-	75M	-
Facilities	-	911M	-
Total	1,230M	986M ✓	1,515M

Decision Matrix (BOD)

Criteria	Weight	COA 1V-A		COA 3V		COA 4V	
Simplicity	1	(2.5)	2.5	(1)	1	(2.5)	2.5
Well Being	2	(1.5)	3	(3)	6	(1.5)	3
Training Standardization	0.75	(3)	2.25	(1)	0.75	(2)	1.5
Operational Availability	0.75	(2.5)	1.88	(1)	0.75	(2.5)	1.88
Flexibility	1	(2.5)	2.5	(1)	1	(2.5)	2.5
C2	1	(1.5)	1.5	(3)	3	(1.5)	1.5
Life-Cycle Cost	1.5	(2)	3	(1)	1.5	(3)	4.5
Score (Lowest is Best)		(15.5)	16.63	(11.0)	14.0	(15.5)	17.38